

# **KABC-TV LOS ANGELES ANNUAL EEO PUBLIC FILE REPORT**

## **August 1, 2007**

### **I. GENERAL POLICY**

This report covers the period from July 11, 2006 through July 10, 2007.

KABC-TV has a longstanding commitment to a policy of equal employment and advancement opportunities for all qualified individuals without regard to race, color, gender, marital status, religion, age, national origin, citizenship status, disability, sexual orientation, status as a Vietnam era or special disabled veteran, or any other protected characteristic as established by law.

This commitment to fair employment practices applies to every aspect of the employment process to ensure that equal consideration is extended to all employees and applicants in recruitment, selection procedures, employee development, performance evaluation, promotions, transfers, benefits and other aspects of employment.

It is our policy to promote the realization of equal employment opportunity through a positive, continuing program of specific recruitment, outreach, hiring, promotion and other practices designed to ensure the full realization of equal employment opportunity.

### **II. RESPONSIBILITY**

Arnold J. Kleiner, KABC-TV's President & General Manager, is responsible for supervising EEO compliance.

### **III. POSITIONS FILLED AND RECRUITMENT METHODS**

KABC-TV has publicized job vacancies in the following ways except for positions filled through internal promotion and as indicated below:

1. Sending or emailing the KABC-TV job listing to the 86 organizations and schools detailed in *Attachment A*. We periodically broadcast on-air announcements publicizing the fact that qualified organizations may request to be added to our mailing list.
2. Placing help-wanted advertisements in the following minority publications: Chinese Daily News, Korea Times (through May 23, 2007), La Opinion, LA

- Sentinel, Rafu Shimpo, Wave, The Korea Daily (beginning May 24, 2007).
3. Posting open positions on the station's website and job line.
  4. For positions that came open prior to 5/1/06, posting open positions in the ABC Corporate Job Listing, which was sent to the 118 schools and organizations detailed in *Attachment B*.
  5. For positions that came open after 5/1/06, posting open positions via DirectEmployers Association Network sites detailed in *Attachment C*.
  6. Posting open positions in the Company online job listing.

Following are the positions filled during the period of July 11, 2006 to July 10, 2007:

*Online News Producer (3)*

In addition to this job vacancy being publicized as described above, this position was advertised in the following publications: Mediabistro.com, Journalismjobs.com, TVSpy.com, Lostremote.com, Hotjobs.com, 602communications.com, Marketing Ideanet e-letter.

Twelve people were interviewed. Referral sources of the candidates interviewed were as follows: internal station candidate – 5; employee referral - 2; journalismjobs.com – 1; station website – 4. The three candidates hired were internal station candidates.

*Sales Traffic Coordinator*

This position was filled through an internal promotion.

*Accounting Manager*

In addition to this job vacancy being publicized as described above, this position was advertised in the following publications: Los Angeles Times, Careerbuilder.com, BCFM.com.

Thirteen people were interviewed. Referral sources of the candidates interviewed were as follows: Los Angeles Times – 1; station website – 1; company online job listing – 5; SCBA job bulletin – 1; internal company candidate – 1; employee referral – 2; Disney HR recruiter – 1; ALPFA – 1. The referral source of the candidate hired was the company online job listing.

*Broadcast Systems Specialist*

In addition to this job vacancy being publicized as described above, this position was advertised in the following publication: Television Week.

Ten people were interviewed. Referral sources of the candidates interviewed were as follows: internal company candidate – 1; station website – 5; America's Job bank – 1; Chinese Daily News – 1; employee referral – 1; unknown - 1. The candidate hired was an internal company candidate.

#### *Marketing Coordinator*

In addition to this job vacancy being publicized as described above, this position was advertised in the following publications: Television Week, Media Week, Spots N' Dots.

Eight people were interviewed. Referral sources of the candidates interviewed were as follows: station website – 2; employee referral – 3; internal station candidate – 3. The candidate hired was an internal station candidate.

#### *Weathercaster/General Assignment Reporter*

In addition to this job vacancy being publicized as described above, this position was advertised in the following publications: Television Week, Daily Variety, Journalismnext.com, Journalismjobs.com, TVSpy.com, RTNDA.com.

Four people were interviewed. Referral sources of the candidates interviewed were as follows: industry referral – 2; internal station candidate – 1; employee referral – 1. The candidate hired was an internal station candidate.

#### *Production Assistant/Assistant Avid Editor*

In addition to this job vacancy being publicized as described above, this position was advertised in the following publications: Television Week, Daily Variety, Craigslist.com, 602communications.com, Marketing Ideanet e-letter.

Sixteen people were interviewed. Referral sources of the candidates interviewed were as follows: employee referral – 3; station website – 3; internal station candidate – 1; Craigslist.org – 3; Daily Variety – 4; company online job listing – 1; unknown – 1. The candidate hired was an internal station candidate.

#### *Administrative Assistant - News*

In addition to this job vacancy being publicized as described above, this position was advertised in the following publications: Los Angeles Times, Careerbuilder.com, Monster.com.

Six people were interviewed. Referral sources of the candidates interviewed were as follows: company online job listing – 3; internal station candidate – 1; KABC-TV job listing – 1; unknown – 1. The candidate hired was an internal station candidate.

*Assistant Manager – National Spot Sales*

This position was filled through an internal promotion.

*Sales Assistant (3)*

In addition to this job vacancy being publicized as described above, this position was advertised in the following publications: Television Week, Los Angeles Times, Spots N' Dots, Craigslist.org.

Twelve people were interviewed. Referral sources of the candidates interviewed were as follows: internal station candidate – 3; station website - 1; employee referral – 3; company online job listing – 1; SCBA.com – 2; industry referral – 2. Two of the candidates hired were internal station candidates. The third candidate hired was an employee referral.

*Executive Producer - News*

In addition to this job vacancy being publicized as described above, this position was advertised in the following publications: Television Week, TVSpy.com, Journalismjobs.com, Journalismnext.com, RTNDA.com.

Ten people were interviewed. Referral sources of the candidates interviewed were as follows: internal station candidate – 1; station website - 6; employee referral – 1; TVSpy.com – 1; industry referral – 1. The candidate hired was an industry referral.

*Staff Director*

In addition to this job vacancy being publicized as described above, this position was advertised in the following publications: Television Week, Broadcasting & Cable, TVSpy.com, Journalismjobs.com, Journalismnext.com.

Four people were interviewed. Referral source of the candidates interviewed was: internal station candidate – 4. The candidate hired was an internal station candidate.

*IS Technician*

In addition to this job vacancy being publicized as described above, this position was advertised in the following publications: Los Angeles Times, Careerbuilder.com,



Monster.com, Craigslist.org.

Eight people were interviewed. Referral sources of the candidates interviewed were as follows: Monster.com – 3; Craigslist.org – 5. The referral source of the candidate hired was Craigslist.org.

#### *Director – Web Operations*

In addition to this job vacancy being publicized as described above, this position was advertised in the following publications: Television Week, Broadcasting & Cable, Craigslist.org, Journalismnext.com, Lostremote.com, Cynopsis.com, 602communications.com, Marketing Ideanet e-letter, Mediabistro.com, Journalismjobs.com, TVSpy.com.

Seven people were interviewed. Referral sources of the candidates interviewed were as follows: Mediabistro.com – 1; company online job listing – 1; Craigslist.org – 1; Journalismjobs.com – 1; internal company candidate – 2; unknown – 1. The candidate hired was an internal company candidate.

#### *Assignment Editor*

In addition to this job vacancy being publicized as described above, this position was advertised in the following publications: Daily Variety, Varietycareers.com, TVSpy.com, JournalismJobs.com, JournalismNext.com, RTNDA.com, Craigslist.org.

Seven people were interviewed. Referral sources of the candidates interviewed were as follows: station website – 1; employee referral – 3; unknown – 2; internal company candidate – 1. The candidate hired was an employee referral.

#### *Internet/Digital Sales Account Executive*

In addition to this job vacancy being publicized as described above, this position was advertised in the following publications: Broadcasting & Cable, Television Week, TVNewsday.com, Craigslist.org, Spots N' Dots.

Eleven people were interviewed. Referral sources of the candidates interviewed were as follows: station website – 5; internal station candidate – 1; company online job listing – 1; Spots N' Dots – 1; employee referral – 3. The candidate hired was an employee referral.

#### *Manager of Internet/Digital Sales*

In addition to this job vacancy being publicized as described above, this position was

advertised in the following publications: Television Week, Broadcasting & Cable, TVNewsday.com, Craigslist.org, Spots N' Dots.

Eleven people were interviewed. Referral sources of the candidates interviewed were as follows: station website – 4; internal company candidate – 1; employee referral – 3; SCBA.com – 1; Imagen Foundation – 1; company online job listing - 1. The referral source of the candidate hired was SCBA.com.

#### *Senior Financial Analyst*

In addition to this job vacancy being publicized as described above, this position was advertised in the following publications: Television Week, Los Angeles Times, Careerbuilder.com, BCFM.com, Monster.com, TVNewsday.com.

Twenty seven people were interviewed. Referral sources of the candidates interviewed were as follows: Los Angeles Times – 1; Careerbuilder.com – 1; company online job listing – 3; station website – 1; internal company candidate – 6; employee referral – 3; hotjobs.com – 1; Imagen Job Fair – 1; ABC HR Recruiter – 6; outside recruitment agencies – 4. The referral source of the candidate hired was the Los Angeles Times.

#### *Creative Services Director*

In addition to this job vacancy being publicized as described above, this position was advertised in the following publications: Television Week, Broadcasting & Cable, Craigslist.org, Varietycareers.com, Cynopsis.com, 602communications.com, Marketing Ideanet e-letter, Monster.com, Promax.tv.

Nine people were interviewed. Referral sources of the candidates interviewed were as follows: employee referral – 2; industry referral – 3; station website – 2; internal station candidate – 1; unknown – 1. The candidate hired was an internal station candidate.

#### *Online News Producer*

In addition to this job vacancy being publicized as described above, this position was advertised in the following publications: Journalismjobs.com, Mediabistro.com, TVSpy.com, Craigslist.org, Lostremote.com.

Twelve people were interviewed. Referral sources of the candidates interviewed were as follows: Journalismjobs.com – 1; Mediabistro.com – 1; company online job listing – 3; Craigslist.org – 1; CCNMA – 1; internal station candidate – 3; station website – 2. The candidate hired was an internal station candidate.

*Promotion Writer/Producer/Editor*

In addition to this job vacancy being publicized as described above, this position was advertised in the following publications: Television Week, Daily Variety, Varietycareers.com, Promax.tv, Cynopsis.com, 602communications.com, Marketing Ideanet e-letter.

Six people were interviewed. Referral sources of the candidates interviewed were as follows: 602communications.com – 4; employee referral – 1; internal station candidate – 1. The candidate hired was an employee referral.

*Freelance Associate Director/Stage Manager*

In addition to this job vacancy being publicized as described above, this position was advertised in the following publication: Daily Variety.

Three people were interviewed. Referral sources of the candidates interviewed were as follows: employee referral – 2; internal station candidate – 1. The candidate hired was an employee referral.

*Freelance Director (2)*

These positions were filled through internal promotion.

*Freelance Online News Producer*

In addition to this job vacancy being publicized as described above, this position was advertised in the following publications: Lostremote.com, Craigslist.org, Monster.com, Careerbuilder.com, Mediabistro.com, Journalismnext.com, JournalismJobs.com, Hotjobs.com, AAJA.org.

Five people were interviewed. Referral sources of the candidates interviewed were as follows: Journalismjobs.com – 2; Careerbuilder.com – 1; internal station candidate – 2. The referral source of the candidate hired was Journalismjobs.com.

*Freelance General Assignment Reporter*

In addition to this job vacancy being publicized as described above, this position was advertised in the following publications: Broadcasting & Cable, Daily Variety, Journalismjobs.com, Journalismnext.com, TVSpy.com, RTNDA.com.

Six people were interviewed. Referral sources of the candidates interviewed were as follows: industry referral – 4; internal company candidate – 1; unknown – 1. The candidate hired was an internal company candidate.

*Freelance Maintenance Engineer*

In addition to this job vacancy being publicized as described above, this position was advertised in the following publication: Monster.com.

One person was interviewed. Referral source of the candidate interviewed was as follows: internal station candidate – 1. The candidate hired was an internal station candidate.

*Freelance News Apprentice (5)*

In addition to this job vacancy being publicized as described above, this position was advertised in the following publications: Broadcasting & Cable, Daily Variety, Journalismjobs.com, TVSpy.com, RTNDA.com, Journalismnext.com.

Nine people were interviewed. Referral sources of the candidates interviewed were as follows: internal station candidate – 9. The five candidates hired were internal station candidates.

*Freelance News Assistant (4)*

In addition to this job vacancy being publicized as described above, this position was advertised in the following publications: Broadcasting & Cable, Daily Variety, Journalismjobs.com, TVSpy.com, RTNDA.com, Journalismnext.com.

Twenty one people were interviewed. Referral sources of the candidates interviewed were as follows: industry referral – 5; CCNMA Job Fair – 1; KABC-TV college intern – 11; employee referral – 3; unknown - 1. Three of the candidates hired were KABC-TV college interns. The fourth candidate hired was an industry referral.

*Freelance Newswriter (2)*

In addition to this job vacancy being publicized as described above, this position was advertised in the following publications: Broadcasting & Cable, Daily Variety, JournalismJobs.com, TVSpy.com, RTNDA.com, Journalismnext.com.

Five people were interviewed. Referral sources of the candidates interviewed were as follows: station website – 2; TVSpy.com – 2; industry referral – 1. The referral source of one of the candidates hired was TVSpy.com. The second candidate hired was an industry referral.

*Freelance Non-Linear Editor (2)*

In addition to this job vacancy being publicized as described above, this position was advertised in the following publications: Broadcasting & Cable, Daily Variety, JournalismJobs.com, TVSpy.com, RTNDA.com, Journalismnext.com.

Seven people were interviewed. Referral sources of the candidates interviewed were as follows: station website – 3; internal company candidate – 2; employee referral – 2. The referral source of one of the candidates hired was the station website. The second candidate hired was an internal company candidate.

#### *Freelance Stagehand*

In addition to this job vacancy being publicized as described above, this position was advertised in the following publications: Broadcasting & Cable, Daily Variety.

One person was interviewed. Referral source of the candidate interviewed was as follows: internal station candidate – 1. The candidate hired was an internal station candidate.

## **IV. LONG TERM RECRUITMENT INITIATIVES**

KABC-TV is committed to performing on-going non-vacancy-specific recruitment efforts that bring attention to the variety of job and career opportunities at the Station. Outreach efforts are designed to provide easy access for candidates to apply for job opportunities, as well as provide information and training to develop a diverse pool of prospective candidates for the future.

A. Participation in Job Fairs – KABC-TV participated in 13 job fairs during the reporting period. Management personnel with responsibility for and input into hiring decisions participated in job fairs by distributing information about career opportunities, soliciting resumes, and informing attendees of job postings and internship opportunities.

- National Association of Black Journalists Career Expo
- California State University Fullerton Job Fair (2)
- Loyola Marymount University Job Fair

- California Chicano News Media Association Journalism Opportunities Conference and Job Fair
- East Los Angeles Community College Job Fair
- Imagen Foundation – Entertainment Industry Job Fair
- American Women in Radio and Television Diversity Mentor/Career Project
- Proyecto Del Barrio Job Fair
- University of Southern California Town & Gown Career Connection
- Pacific Asian Consortium for Employment Career Fair
- Mosaic Career Fair
- National Association of Hispanic Journalists Convention & Career Expo

See *Attachment D* for more detail and the list of station personnel who participated.

B. Internship Program – KABC-TV’s internship program offers year-round opportunities for currently enrolled college students interested in careers in television broadcasting. The internship program is designed to provide students with an on-site educational experience that complements their academic studies. Students earn college credit while participating and observing the daily work and operations of KABC-TV. Every semester KABC-TV hosts an Intern Networking Reception. The Station’s President and General Manager, V.P. News and V.P. Programming participate as guests speakers to provide information on the business of the television station, with a focus on career opportunities.

Recruitment outreach for interns is accomplished using a variety of methods. The KABC-TV Internship Program brochure and application are featured on the ABC7 website. Notices are sent and posted at local colleges, universities and minority organizations. In addition, internship opportunities are posted through an internet service which targets the local colleges and universities.

Internship opportunities are promoted and applications are distributed at all job fairs, workshops and conferences, as listed on *Attachments D* and *F*.

See *Attachment E* for a listing of students participating in KABC-TV's internship program during the period July 11, 2006 to July 10, 2007.

Emma Bowen Foundation Intern – KABC-TV also participates with the Emma Bowen Foundation for Minority Interests in Media. Working with the Emma Bowen Foundation, the Station makes a long term commitment to a high school or college student by providing paid employment through the duration of their college education. The student works part-time during the school year and through semester breaks. The salary the intern earns is matched dollar for dollar and deposited in an education account. The account is available to the student to assist with expenses for tuition, books and supplies. Our Emma Bowen Intern is a sophomore at the University of California, Los Angeles.

C. Participation in Conventions, Workshops and Seminars – KABC-TV works closely with community based organizations to sponsor, assist with planning and implementation, and actively participate in conferences, conventions, workshops and seminars designed to provide information on career planning, job opportunities, resume writing and interview techniques. KABC-TV employee participation provides the opportunity to motivate and inspire interest specifically in careers in broadcast journalism, television production, communications and other related fields. Below is sample of KABC-TV's participation in these events.

- Governor's Conference on Women and Families: Attended by over 10,000 women, this conference features a career and resource expo, as well as workshops on careers, self-improvement and issues affecting women. KABC-TV was the Media Sponsor, served as a member of the planning committee, produced and aired several Public Service Announcements to promote and advertise the event and provided speakers and talent to participate on day of the event.
- Adelante Mujer Latina-Career Resource Fair and Conference: KABC-TV has been an active member of the planning committee for 12 years, provides financial sponsorship and provides speakers for this all-day conference and career fair targeting high school and college Latinas. In addition, participation included sharing information on careers and internships.



- California Chicano News Media Association: KABC-TV is a long time sponsor of and participant in the CCNMA Journalism Opportunities Conference and Job Fair. Station employees participated as speakers at two workshops within the conference. The Resume and Interview Workshop provided guidance on job search strategies, resume writing and interview techniques. The Audition Tape Critique Workshop provided critiques and advice to aspiring reporters on creating a winning audition tape.
- Latino Young Men's Conference: KABC-TV has been a sponsor for the past two years and participates on the planning committee for this conference attended by over 400 high school students. KABC-TV has designed a session focused on careers in broadcast journalism, providing station employees and talent as speakers.

See *Attachment F* for a complete list of conventions, workshops and seminars and station personnel that participated.

D. Mentoring Programs – KABC-TV personnel participate in the ABC Corporate Mentoring Program. The program is designed to identify talented minority and women employees at a senior management level who have demonstrated ability and commitment to the company. Mentees are paired with a senior executive for one year. The program provides exposure to business strategies across the media networks, networking opportunities with other executives from a cross-section of our businesses and the opportunity to enhance leadership skills.

- KABC-TV President and General Manager, Arnold J. Kleiner, participated as a mentor.
- KABC-TV had a minority female employee as a mentee in the program.

E. Sponsorship of Community Events to Inform the Public About Broadcast Employment Opportunities – KABC-TV sponsored and participated in events presented by community-based organizations whose missions focus specifically on opportunities in broadcasting. The events were

designed to provide the general public with information on career opportunities in broadcasting and advice on how to prepare for and obtain a job.

- California Chicano News Media Association Journalism Opportunities Conference and Job Fair: KABC-TV participates as a sponsor, workshop presenter and job fair exhibitor. The station also serves in an advisory capacity in the planning of the conference.
- Imagen Foundation-Entertainment Industry Conference and Job Fair: KABC-TV sponsored this conference which features workshops on careers, interviewing techniques, resume writing, etc. In addition to participating as a job fair exhibitor, KABC-TV produced and aired a PSA to promote and advertise the job fair, as well as posted information on the ABC7 website with a link to the Imagen Foundation.

See *Attachments D & F* for a complete list of station personnel that participated in the above events.

F. Participation in a Scholarship Program – KABC-TV is a founding member of the Advisory Board for Hispanic Americans for Fairness in Media. KABC-TV is a major supporter and partner with HAFIM in the development, implementation and on going oversight of the HAFIM Scholarship and Mentor Program. KABC-TV is the exclusive broadcast partner with HAFIM in the planning, selection and presentation of the scholarship awards presented to students pursuing a college education in the fields of television, radio and film. In addition, KABC-TV conceived, designed and implemented the HAFIM Mentor Program that matches the scholarship recipients with working media professionals in their field of interest.

G. Other Activities – KABC-TV hosts bi-monthly meetings in communities throughout our broadcast area called “ABC7 Listens” Community Meetings. The objective is to introduce the television station to local residents and community leaders and to obtain feedback on how the

Station is serving the community. A significant part of the meetings is presenting information to the community on job opportunities and introduce the Station's internship program. Brochures, job postings and applications are distributed at every meeting and residents are encouraged to apply for open positions.

KABC-TV has a long term goal of motivating and inspiring the next generation of broadcast professionals. To support that goal, the Station hosts high school and college students at the television station to expose them to the variety of career options available in broadcasting. Student groups are provided with a tour of the behind the scenes operations, a live news broadcast and a guest speaker to discuss the career opportunities. The students received advice and guidance on the educational requirements to qualify for future opportunities.

See *Attachment G* for a complete list of student career day tour groups and station personnel that participated.

## KABC-TV WEEKLY JOB POSTING

Company	Address	City	State	Zip	Phone
Career Planning Center	13160 Mindanao Way	Marina del Rey	CA	90232	310-309-6000
Community Coalition	8101 S. Vermont Ave.	Los Angeles	CA	90044	323-750-9087
Rio Hondo College	3600 Workman Mill Road	Whittier	CA	90601	310-908-3407
Florida International University	3000 N.E. 151st St. ACU 320	North Miami	FL	33181	305-919-5625
Gay/Lesbian Community Services Employment	1125 N. McCadden Place	Los Angeles	CA	90038	
Claremont Graduate School	1017 N. Darnmouth Ave.	Claremont	CA	91711	909-621-8177
Workplace Hollywood	6121 Santa Monica Blvd., No. 101	Hollywood	CA	90038	323-467-2525
SALEF	1625 W. Olympic Blvd., Suite 718	Los Angeles	CA	90015	213-480-1052
The Society of Hispanic Professional Engineers	5400 E. Olympic Blvd., Suite 210	Los Angeles	CA	90022	323-725-3970x107
Greater New Unity Baptist Church	9719 Avalon Blvd.	Los Angeles	CA	90003	323-757-5094
Santa Clarita WorkSource California Center	20655 Soledad Canyon Road	Santa Clarita	CA	91351	661-424-1062
State of California EDD - Harbor Work Source Center	1851 N. Gaffey Street, Suite "F"	San Pedro	CA	90731	310-241-0245
City of West Hollywood	8300 Santa Monica Blvd	West Hollywood	CA	90069	323-848-6318
Rainbow/Push Coalition	1968 W. Adams Blvd	Los Angeles	CA	90018	
Turning New Corners Hollywood	1525 Orange Grove Ave.	Glendale	CA	91205	818-550-8329
California Lutheran University - Career Services	60 West Olsen Road	Thousand Oaks	CA	91360-3201	805-493-3196
Career Partners	3505 N. Hart Ave	Rosemead	CA	91770	626-572-7272
WHEST	8300 Santa Monica Blvd. 3rd Floor	West Hollywood	CA	90069	323-848-6465
Scripps College	1030 Columbia Ave	Claremont	CA	91711	909-621-8180
Los Angeles Opportunities Industrialization Center	2930 W. Imperial Highway, Suite 514	Inglewood	CA	90303	323-754-3116
UCLA Placement/Career Planning	PO Box 951573	Los Angeles	CA	90095-1573	310-825-2981
Streightlights	650 N. Bronson Avenue B108	Hollywood	CA	90004	323-960-4540
California State University at Northridge	18111 Nordhoff St	Northridge	CA	91330-8241	818-885-2878
L.A. Job Corps Center	1106 South Broadway	Los Angeles	CA	90015	213-741-5393
Black Business Association	PO Box 43159	Los Angeles	CA	90043-9998	323-291-9334
Nesotros, Inc.	1615 Vine St.	Hollywood	CA	90028	323-769-7059
Experience Unlimited	1207 East Green St	Pasadena	CA	91006	
Cal State L.A. Career Center	5151 State University Drive	Los Angeles	CA	90032	213-343-3277
Hispanic Americans For Media	1304 W. Beverly Blvd.	Montebello	CA	90640-4187	323-726-1558
East San Gabriel Valley Japanese Community Center	1203 W. Puente Ave	West Covina	CA	91790	626-960-2566
Fory Plus of Southern California, Inc.	1523 Aviation Blvd.	Redondo Beach	CA	90278	213-388-2301
Veradige Jobs Center	1255 S. Central Ave	Glendale	CA	91214	818-409-0476
Women In Film	8857 W. Olympic Blvd., Suite 201	Beverly Hills	CA	90211	310-657-5144
WACEN Foundation	1804 Ventura Blvd. # 28	Encino	CA	91316	626-791-8140
HOPE	634 S. Spring Street, Suite 920	Los Angeles	CA	90014	213-622-9608
Bureau of America HVR/IVP	1450 Van Ness Blvd.	San Anys	CA	91403	818-382-3400
Goodwill Southern California Career Resource Center	24700 McBratney Parkway	Van Nuys	CA	91355	818-908-9820
Goodwill Southern California Career Resource Center	24700 McBratney Parkway	Van Nuys	CA	91355	805-253-1892
NAACP/Bridely Hills-Hollywood	PO Box 2349	Hollywood	CA	90078	323-464-1616
American OPP Foundation	972 S. Goodrich Blvd	Compton	CA	90022	323-890-1555
Long Beach Community College	4901 East Carson St	Long Beach	CA	90808	310-420-4355
Search to Involve Filipino Americans	3200 W. Temple Street	Los Angeles	CA	90026	213-382-1819x102
CCNMA	10 Murica Asile	Irving	CA	92614	714-317-9296
American Intercontinental University	12655 W. Jefferson Blvd	Los Angeles	CA	90071	213-437-4408
Compton CareerLink WorkSource California Center	700 N. Bullis Road	Los Angeles	CA	90066	310-302-2475
Southern California Broadcasters Association	1250 Wilshire Blvd., Suite 1370	Compton	CA	90021	310-605-3050
California State University at Long Beach	5670 Wilshire Blvd., Suite 1370	Long Beach	CA	90806	323-938-3100
Women Helping Women Services	843 North Fairfax Ave	Los Angeles	CA	90036	310-985-5548
Hispanic Chamber of Commerce	588 West Santa Ana Blvd.	Los Angeles	CA	90036	213-655-3807
"L.A. County office of Education - GAIN Job Services	1125 West 6th Street	Santa Ana	CA	92701-4592	714-953-4289
Pasadena City College	1570 East Colorado, #L-103	Pasadena	CA	91106	626-585-7807
Work Source	9024 Laurel Cyn. Blvd.	Sun Valley	CA	91352	818-504-0334
East Los Angeles College	1301 Cesar Chavez Ave	Monterey Park	CA	91754	213-265-8970
MCS Job Services, Inc.	6464 Sunset Blvd	Hollywood	CA	90028	323-960-1300
MediaLine	P.O. Box 51909	Pacific Grove	CA	93950	800-237-8073
L.A. County Office of Education/GAIN Division	9525 E. Imperial Highway #400	Downey	CA	90242	562-774-5049
ITT Technical Institute	1530 West Cameron Avenue	West Covina	CA	91790-8681	626-960-8681
Hispanic Women's Council	3509 W. Beverly Blvd	Montebello	CA	90640	213-725-0939
CSUN - Dept. DTVA	18111 Nordhoff St	Northridge	CA	91330	818-885-3193
State of CA - EDD	11623 Glenoaks Blvd	Pasadena	CA	91331	818-891-9432
Southeast Area Social Services Funding Authority	9825 Painter Ave	Whittier	CA	90605	562-946-2237
Workplace Hollywood	1201 W. 5th Street #T550	Los Angeles	CA	90017-2019	323-467-2525
Women at Work	50 N. Hill Avenue, Suite 300	Pasadena	CA	91106	626-796-6970x22
Glendale College/Job Placement	1500 North Verdugo	Glendale	CA	91208	818-240-1000
Pacific Asian Consortium	1055 Wilshire Blvd	Los Angeles	CA	90017	213-989-3270
JobStarts, Inc.	3010 West 48th Street	Los Angeles	CA	90043	323-291-2812
Actor's Work Program	5757 Wilshire Blvd	Los Angeles	CA	90036	323-933-9244
Los Angeles Conservation Corps	P.O. Box 15668	Los Angeles	CA	90015	213-362-9000 x210
Los Angeles Urban League	3450 Mount Vernon Drive	Los Angeles	CA	90008	323-299-9660
Pepperdine University	24255 Pacific Coast Hwy	Malibu	CA	90263	310-456-4888
Hispanic Urban Center	1200 Ridley Avenue	Hacienda Heights	CA	91745-1945	323-264-4494
Los Angeles Harbor College	1111 Figueroa Place	Wilmington	CA	90744	310-233-4342
Association of Latino Professionals in Finance and Accounting	801 S. Grand Avenue	Los Angeles	CA	90017	213-243-0004
Johnston Vocational Services	P.O. Box 941659	Simi Valley	CA	93094	805-583-8544
Northridge/Porter Ranch Chamber of Commerce	9401 Reseda Blvd.	Northridge	CA	91324	818-349-1343
Palmdale GAIN Office	1050 East Palmdale Blvd. Suite 204	Palmdale	CA	93550	661-575-2696
Cal Works	1000 West Foothill Blvd	Glendora	CA	91741	626-452-8028
USC School of Journalism	3502 Watt Way	Los Angeles	CA	90089-0281	213-740-3916
San Diego State University	School of Communication	San Diego	CA	92182-4561	619-594-6246
JVS West Hollywood WorkSource Center	5757 Wilshire Blvd., Promenade Three	Los Angeles	CA	90036	323-904-4900
LACU Student Employment	855 North Vermont Ave	Los Angeles	CA	90029	213-953-4294
Preferred Staffing Services	400 E. 5th St.	Long Beach	CA	90802	562-858-3466
LAUSD - Career Development Branch (First Break program)	1545 Wilshire Blvd., Suite 200	Los Angeles	CA	90017	213-207-2212
SPV Japanese American Center	12893 Branford St	Pasadena	CA	91331	818-899-1969
Southern Christian Leadership	4182 South Western Ave	Los Angeles	CA	90062	213-290-4114

ABC JOB POSTING DISTRIBUTION LIST								
COMPANY	EVENTS	XTRA_LINE	STREET	CITY	STATE	ZIP		
Abyssinian Baptist Church			132 Odell Clark Place	New York	NY	10030		
Asian American Journalists Assn.	Job Fair	EXECUTIVE DIRECTOR	1765 Sutter Street	San Francisco	CA	94115		
AWRT, Inc. (American Women in Radio & TV)			1619 Third Avenue	New York	NY	10128		
AWRT, Inc.		Suite 417	234 Fifth Avenue	New York	NY	10001		
Bay Area Black Media Coalition		PRESIDENT	PO Box 2382	Oakland	CA	94614		
BJASC Jobline		VALLEE BUNTING JOB COOR.	2621 W 54th St	Los Angeles	CA	90043		
Black Agenda			200 E Slauson Ave	Los Angeles	CA	90011		
BLACK JOURNALISTS ASSOC		UNIVERSITY OF SO. CALIF.	PO Box 25	Los Angeles	CA	90089		
Cal Chicano News Media	JOB FAIR	USC SCHOOL OF JOURNALISM		Los Angeles	CA	90089		
Cal Poly Career Center			3801 W Temple Ave	Pomona	CA	91768		
CAL STATE UNIVERSITY		CAREER DEVELOPMENT CTR--L		Fullerton	CA	92634		
University of California Irvine		CAREER & LIFE PLANNING CE	100 Student Services 1	Irvine	CA	92697		
CAREER PLANNING CENTER		Center Director	PITZER COLLEGE/SCOTT 1	Claremont	CA	91711		
Cassata Learning Center			1400 Hemphill St	Fort Worth	TX	76104		
Circle Newspaper		MINNEAPOLIS AMERICAN INDIAN	1530 E Franklin Ave	Minneapolis	MN	55404		
CLAREMONT GRADUATE SCHOOL		BUSINESS ADMINISTRATION		Claremont	CA	91711		
PCC Communications Dept.			1570 E Colorado Blvd	Pasadena	CA	91106		
Brown Memorial Church			484 Washington Ave	Brooklyn	NY	11238		
Community Action Organization		EXECUTIVE DIRECTOR	70 Harvard Place	Buffalo	NY	14209		
Community Board 7			783 4th Ave	Brooklyn	NY	11232		
Concerned Communicators			PO Box 2138	Philadelphia	PA	19103		
CSU-Fullerton/Career Center			800 N State College Blvd	Fullerton	CA	92831		
CSU-LB/Upward Bound Prog.		Program Director	1250 N Bellflower Blvd	Long Beach	CA	90840		
CSU-Northridge Career Placement	JOB FAIR		18111 Nordhoff St # 20	Northridge	CA	91330		
CSU-Northridge Chicano Bus. Assn			18111 Nordhoff St	Northridge	CA	91330		
Dept. Of Employment Services		DIVISION OF MARKETING	500 C Street, NW	Washington	DC	20001		
EDD-Job Service			12715 Pioneer Blvd	Norwalk	CA	90650		
E LA Occupational Center			2100 Marengo St	Los Angeles	CA	90033		
E LA Skill Center			3921 Selig Place	Los Angeles	CA	90031		
FLORIDA A & M UNIVERSITY		DEAN, SCHOOL OF JOURNALISM		Tallahassee	FL	32307		
Found. for Minority Interest in Media		4th Floor	825 7th Ave	New York	NY	10019		
Glendale Community College		JTPA TRAILER--TRAILER NO.	1500 N Verdugo Rd	Glendale	CA	91208		
GOVERNMENT OF DC		OFFICE OF THE DIRECTOR	500 C St, NW - Room 100	Washington	DC	20001		
HAMPTON INSTITUTE		DIR OF DEVELOPMENT		Hampton	VA	23668		
Hispanic Urban Center			1075 S Herbert Ave	Los Angeles	CA	90023		
Houston Black Media Assn			3825 Wichita St	Houston	TX	77004		
Indian Centers South			5900 S Eastern Ave	Los Angeles	CA	90040		
Inglewood Community Adult		Job Placement	115 W Kelso St	Inglewood	CA	90301		
Int'l Center For The Disabled			340 E 24th St	New York	NY	10010		
Japanese Community Center		Center Director	1203 W Puente Ave	West Covina	CA	91790		
Japanese American Citizens League		Executive Director	244 S San Pedro St	Los Angeles	CA	90012		
Korean Federation Of L.A. Inc.		Executive Director	981 S Western Ave	Los Angeles	CA	90006		
L.A. Job Corps Center		Placement Director	1106 S Broadway	Los Angeles	CA	90015		
L.A. Urban League	JOB FAIR		3450 Mount Vernon Dr	Los Angeles	CA	90008		
LACC Communications Dept.			844 N Vermont Ave	Los Angeles	CA	90029		

COMPANY	EVENTS	XTRA_LINE	STREET	CITY	STATE	ZIP
Latins In Business			7101 W 80th St	Los Angeles	CA	90045
Long Beach Community College			4901 E Carson St	Long Beach	CA	90808
Long Island University		WLIU	1 University Plz	Brooklyn	NY	11201
Mayor's Office/Handicapped		SUITE 2100	200 N Spring St	Los Angeles	CA	90012
MEDIA PROJECT		MEDIA PROJECT DIRECTOR	1333 H St, NW -11th floor	Washington	DC	20005
N.a.p.c.i.		EXECUTIVE DIRECTOR	PO Box 83111	Lincoln	NE	68501
National Academy of TV Arts & Sciences		SUITE 1020	111 W 57th St	New York	NY	10019
National Assn. of Broadcasters		Minority Employment	1771 N St, NW # N	Washington	DC	20036
National Assn. of Black Journalists	Job Fair	PRESIDENT	525 W Broadway	Louisville	KY	40202
National Black Media Coalition		STE 204	11120 New Hampshire Av	Silver Spring	MD	20904
National Puerto Rican Forum	Job Fair	DIRECTOR, PUBLIC RELATION	31 E 32nd St	New York	NY	10016
National Urban League	Job Fair	COMMUNICATIONS DEPT. FL 7	120 Wall St	New York	NY	10005
Native American Journalists Assoc.	Job Fair	MEMBERSHIP SERVICES	3359 36th Avenue	South Minneapolis	MN	55406
New York League for the Hard of Hearing		JOB PLACEMENT OFFICER	71 W 23rd St	New York	NY	10010
Nosotros		Executive Director, Suite 102	650 North Bronson	Hollywood	CA	90004
Pacific/Asian C.E.			2525 W 8th St	Los Angeles	CA	90057
PEPPERDINE UNIVERSITY		PROF OF BROADCASTING		MALIBU	CA	90265
Peralta Colleges		EAST BAY SKILLS CTR.-EXE	333 E 8th St	Oakland	CA	94606
Plaza De La Raza			3540 N Mission Rd	Los Angeles	CA	90031
South Bronx OEDC		JOB COORDINATOR	370 E 149th St	Bronx	NY	10455
SFV Japanese American Center			12953 Branford St	Pacoima	CA	91331
So Cal Broadcasters Assn.		SUITE 910	5670 Wilshire Blvd	Los Angeles	CA	90036
Society of Hispanic Prof. Engineers		#120	5400 E Olympic Blvd	East Los Angeles	CA	90022
State Dept. of Employment			1405 S Broadway	Los Angeles	CA	90015
UCLA Latino Management Assn.	JOB FAIR	GSM ROOM 1387	405 Hilgard Ave	Los Angeles	CA	90095
Pasadena Foothill Urban League		Employment Svcs. Dept	1200 N Fair Oaks Ave	Pasadena	CA	91103
Urban League of Rhode Island			246 Prairie Ave	Providence	RI	02905
USC Latino Students Assn.		3RD FLOOR	817 W 34th St	Los Angeles	CA	90007
USC MEDIA INSTITUTE	JOB FAIR	SCHOOL OF JOURNALISM		UNIVERSITY PARK	CA	90089
Veterans Administration Office		Veteran Employment - mdp28	11000 Wilshire Blvd	Los Angeles	CA	90024
NYS Dept of Labor Veterans Prog.			247 W 54th St	New York	NY	10019
Veterans Center			741 N Vermont Ave	Los Angeles	CA	90029
Watts Labor Comm. Action			10956 S Central Ave	Los Angeles	CA	90059
Watts Skills Center			840 E 111th Place	Los Angeles	CA	90059
Nabet			501 3rd St, NW	Washington	DC	20001
Ms. Gwen Wiggins		SUITE 8B	325 Clinton Ave	Brooklyn	NY	11205
Stdu-local 399			PO Box 6017	North Hollywood	CA	91603
Women At Work		SUITE 300	50 N Hill Ave	Pasadena	CA	91106
Editor, Job Bank		Women In Film, SUITE 530	6464 W Sunset Blvd	Hollywood	CA	90028
WOMEN'S CENTER		East LA CC	1301 W Brooklyn Ave	Monterey Park	CA	91754
Women's Center Rio Hondo CC			3600 Workman Mill Rd	Whittier	CA	90601
Women's Resource Center		Bungalow, Cal State LA	5151 State University	Los Angeles	CA	90032
Women's Resource Center			543 N Fairfax Ave	Los Angeles	CA	90036
World Arts Foundation Inc			PO Box 12384	Portland	OR	97212
Young Adult Institute			460 W 34th St	New York	NY	10001
Job Path			22 W 38th St	New York	NY	10018



## ATTACHMENT B

COMPANY	EVENTS	XTRA_LINE	STREET	CITY	STATE	ZIP
Nabet--local 57		SUITE D	3210 W Burbank Blvd	Burbank	CA	91505
Helen Keller Services For The Blind			57 Willoughby St	Brooklyn	NY	11201
Affirmative Action Officer		CITY OF TRENTON	319 E State St	Trenton	NJ	08608
National Hispanic Media Coalition			2514 South Grand Avenue	Los Angeles	CA	90007
Dept. Of Veterans Affairs		REGIONAL CENTER28	1601 Kirkwood Hwy	Wilmington	DE	19805
LAPWI		BLVD #F239	2001 W Mission Blvd	Pomona	CA	91766
The Epilepsy Institute			257 Park Ave South	New York	NY	10010
Fordham University		4th Floor	33 W 60th Street	New York	NY	10023
New York Urban League	Job Fair		204 W 136th St	New York	NY	10030
Professional Svcs. Grp			5 Sussex Ave	Morristown	NJ	07960
Jewish Guild For The Blind			15 West 65th Street	New York	NY	10023
Worker Career Center			247 W 54th St	New York	NY	10019
Jewish Commun Relations Council		12TH FL	711 Third Ave	New York	NY	10017
Mexican American Opportunity Found.			401 N Garfield Ave	Montebello	CA	90640
SOBRO		Suite 300	384 E 149th St	Bronx	NY	10455
Fountain House			425 W 47th St	New York	NY	10036
Just One Break, Inc.		20TH FL	120 Wall St	New York	NY	10005
The Lighthouse, Inc.			111 E 59th St	New York	NY	10022
New York Urban League	Job Fair		9220 Union Hall St	Jamaica	NY	11433
NYS Dept of Labor		GOVERNOR AVERELL HARRIMAN	State Office Bldg Campus	Albany	NY	12240
NYS Dept of Labor		EMP. RELATIONS	PO Box 704	New York	NY	10014
Latino Coalition for Fair Broadcast		SUITE D-4	888 Union St	Brooklyn	NY	11215
Black Broadcasters Alliance		SUITE 301	711 W 40th St	Baltimore	MD	21211
Mt. San Antonio College			1100 N Grand Ave	Walnut	CA	91789
Council of Jewish Org. of Flatbush			1550 Coney Island Ave	Brooklyn	NY	11230
United Cerebral Palsy Assoc. of NY			245 E 149th St	Bronx	NY	10451
ACAP CENTER		APVG-GO (JAC), STOP 213	BLDG. 690, ROOM 3G, US	SCHOFIELD BARRACKS	HI	96857